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Human resources management

Detailed proposals for streamlining United Nations contractual arrangements: a way forward

Report of the Secretary-General

Summary

The present report presents a summary of the Secretary-General's proposals for the streamlining of United Nations contractual arrangements and the harmonization of conditions of service, including for United Nations field operations, as well as additional information, in order to facilitate the review of this issue by the General Assembly during the main part of its sixty-third session.

* A/63/150 and Corr.1.

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I. Background

1. The Secretary-General was mandated by heads of State at the 2005 World Summit to review human resources policies, regulations and rules to ensure that they respond to the needs of the Organization and to make proposals on the conditions necessary for the Secretary-General to carry out his managerial responsibilities (resolution 60/1, paras. 162 and 163).

2. In this context, the Secretary-General proposed a new human resources management framework in his report entitled "Investing in people" (A/61/255 and Add.1 and Add.1/Corr.1) and subsequent reports to the General Assembly at its sixty-first and sixty-second sessions detailing his proposals on streamlining United Nations contractual arrangements (A/61/857 and A/62/274), harmonization of conditions of service (A/61/861) and civilian career peacekeepers (A/61/850).

3. The present report summarizes the Secretary-General's proposals for the streamlining of United Nations contractual arrangements and the harmonization of conditions of service, taking into account the contractual framework of the United Nations common system adopted by the International Civil Service Commission (A/60/30 and Corr.1, annex IV). The Secretary-General's proposals will considerably strengthen the ability of the Organization to respond to its evolving and increasingly complex operational needs, while promoting equality of treatment, recognizing contributions through service in difficult duty stations and providing increased job security for Secretariat staff across duty stations.

4. The Secretary-General's proposals include the establishment of one set of staff rules governing the terms of employment for all United Nations Secretariat staff and provide for three types of appointments: temporary, fixed-term and continuing.

5. Formal consultations between the staff and the management of the United Nations on the Secretary-General's proposals were held during the last three sessions of the Staff-Management Coordination Committee. In June 2008, the Staff-Management Coordination Committee reaffirmed its support for the Secretary-General's proposals for streamlining contractual arrangements.

6. The separately administered funds and programmes would continue to have flexibility in the implementation of the new contractual arrangements in respect of their own staff, taking into account their respective operational needs.

II. Summary of the proposals

7. Under the current system, the United Nations Secretariat operates with several types of appointments under three series of Staff Rules, namely, the 100, 200 and 300 series, resulting in different conditions of service among staff performing the same functions, often side by side. There are probationary, fixed-term, indefinite and permanent appointments under the 100 series; short-term, intermediate and long-term appointments under the 200 series; and short-term appointments and appointments of limited duration under the 300 series. The General Assembly stressed, in its resolution 61/244, the need for rationalization of the current system, which lacks transparency and is overly cumbersome to administer and inconsistent with the International Civil Service Commission's framework for contractual arrangements.

8. Under the proposed system, a single series of staff rules would provide for one United Nations staff contract, encompassing three types of appointments:

(a) A temporary appointment, which would cover up to a maximum period of one year (or up to two years to meet surge needs in the field), for staff appointed to meet seasonal or peak workloads and specific short-term requirements;

(b) A fixed-term appointment, which could cover up to a period of five years;

(c) A continuing appointment, which would be open-ended.

9. Should the General Assembly approve the Secretary-General's proposals, permanent appointments would be discontinued as from 1 July 2009. Any change of contractual framework would not, however, affect staff who currently hold permanent appointments or staff who would have acquired rights under existing rules to be considered for permanent appointments by the time the change became effective.

10. This simplified contractual framework would address the issues raised by the General Assembly by providing clarity, transparency and fairness for all concerned and help to better attract and retain skilled, experienced and qualified civilian staff for all parts of the Secretariat, including in the field. The new single set of rules would be more user-friendly for staff at large, would facilitate mobility and would be more efficient to administer, in particular in the context of the development and implementation of the upcoming enterprise resource planning system.

III. Main issues

Temporary appointments

11. The Secretary-General proposes that temporary appointments be used to appoint staff for seasonal or peak workloads and specific short-term requirements, for up to one year. Temporary appointments could be renewed for up to one additional year in the field only when warranted by operational needs. This proposal is consistent with the International Civil Service Commission's framework. The Advisory Committee on Administrative and Budgetary Questions recommended its approval. Specific circumstances that may warrant an extension in the field of a temporary appointment beyond one year, but not longer than a total of two years, would be surge requirements and operational needs related to peacekeeping operations, special political missions, humanitarian operations and emergency assistance as well as special reviews, assessments and investigations with finite mandates.

Fixed-term appointments

12. The Secretary-General proposes that fixed-term appointments be granted for an initial period of one year or more; such appointments could be renewed for up to five years. Staff entering the Organization would be subject to a probationary period during their first year of service.

13. Taking into account the concerns expressed by the International Civil Service Commission during its sixty-fourth session (A/61/30/Add.1, paras. 5-7) and by staff during the twenty-eighth session of the Staff-Management Coordination Committee

on the limitations and extension of fixed-term appointments beyond five years, the Secretary-General also proposes that:

(a) Appointments of international staff serving in United Nations peacekeeping operations would no longer carry a limitation of service to a specific mission;

(b) International staff in United Nations peacekeeping operations who are not part of the proposed 2,500 civilian career peacekeepers and who demonstrate the highest standards of efficiency, competence and integrity should normally be granted extensions of fixed-term appointments of up to two years at a time that would not be limited to service at any particular mission in order to meet the identified operational requirements of United Nations peace operations. Such staff could remain on fixed-term appointments as long as their services were needed;

(c) Staff other than those in peacekeeping operations could hold fixed-term appointments for up to five years. Extensions of fixed-term appointments beyond five years could be permitted not to exceed one year, if in the interests of the Organization and the staff member;

(d) Funds and programmes would have the flexibility to extend fixed-term appointments beyond five years in accordance with their operational mandates.

14. The Advisory Committee on Administrative and Budgetary Questions recommended the approval of those proposals in its report on human resources management (A/62/7/Add.14, para. 9).

15. Regarding the issue of an end-of-service grant for staff holding fixed-term appointments, the International Civil Service Commission began discussions in 2007 on the theme "modernizing and simplifying allowances: separation payments" in the context of its consideration of conditions of service applicable to both categories of staff and review of the pay and benefits system. The Commission will continue to discuss this issue in 2009. The Staff-Management Coordination Committee reaffirmed its support for the proposal for an end-of-service grant and requested the Secretary-General to request the General Assembly and the International Civil Service Commission to give serious and immediate consideration to this matter.

Continuing appointments

Eligibility for continuing appointments

16. The Secretary-General proposes that staff with five years of continuous service in the Organization would be eligible for consideration for a continuing appointment, which would be granted if there were a continuing need for the services of the staff member in the same department or elsewhere in the Organization and if the staff member had demonstrated the highest standards of efficiency, competence and integrity, as documented by his or her performance evaluations.

17. Staff who currently hold appointments limited to service in a particular office or staff who work in projects or entities with finite mandates would not be excluded from consideration for continuing appointments and could be granted a continuing appointment, which would be without limitation, provided there is a continuing need for the services of the staff member in the Organization. The Advisory Committee

on Administrative and Budgetary Questions supported that proposal (A/62/7/Add.14, para. 15).

18. In the case of United Nations peace operations, the proposed cadre of 2,500 civilian career peacekeepers identified as the baseline medium-term staffing requirement would have the possibility of being offered continuing appointments. The Advisory Committee on Administrative and Budgetary Questions recommended against the establishment of the cadre of 2,500 civilian career peacekeepers, but recognized that international staff working in peacekeeping operations should also be eligible for consideration for continuing contracts (A/62/7/Add.14, paras. 15 and 36). While recognizing the continuing staffing needs of United Nations peace operations, the Advisory Committee's recommendation does not reflect the Secretariat's strategic, medium-term workforce planning or its strategies for developing career staff for service in the field and meeting rapid deployment requirements. Should the General Assembly endorse the recommendation of the Advisory Committee, the criteria for determining continuing need for staff in peacekeeping operations would be based on the type of workforce planning undertaken in the context of determining the composition of the proposed 2,500 civilian career peacekeepers and adjusted, as needed, to reflect projected medium-term needs in other occupational groups and grade levels with transferable skills, including those not originally included in the career cadre, for example, security and human rights personnel.

19. The Secretary-General further proposed that locally recruited staff members in peacekeeping missions whose services continue to be needed beyond five years and who meet the applicable standards should be eligible to be considered for a continuing appointment. Such staff would receive termination indemnity commensurate with their length of appointment when their service ended, normally upon the closure of the mission. The Advisory Committee on Administrative and Budgetary Questions was not convinced that termination payments for locally recruited mission staff should be linked to their type of appointment. The International Civil Service Commission is continuing to discuss separation payments.

20. The Secretary-General proposes that staff members recruited through national competitive examinations should be considered for continuing appointments after five years of service. The International Civil Service Commission considered that such staff members should be considered for continuing appointments after two years of service (A/61/30/Add.1, para. 12). The Advisory Committee will revert to this matter at the sixty-third session in the context of its consideration of human resources management issues.

21. The Secretary-General emphasizes that one of the fundamental objectives of the proposal to streamline contractual arrangements is to enhance fairness and consistency in the treatment of staff, while also simplifying administration. He therefore considers that it is important to avoid creating various categories of staff members with different thresholds for consideration for continuing appointments. At its twenty-ninth session, the Staff-Management Coordination Committee emphasized that in order to promote the equitable treatment of all staff members, the mode of recruitment should not determine the type of appointment offered.

22. While acknowledging that the national competitive examination is an important recruitment tool, the Secretary-General maintains that, in the interest of

the equitable treatment of staff, there should be no change to the proposal to consider staff recruited through national competitive examinations for continuing appointments after five years of continuous service on fixed-term appointments, as would be the case applicable to all other staff members recruited to the Organization through other competitive means. In addition, the Secretary-General proposes that the Office of Human Resources Management should carefully monitor the retention rates of staff members recruited through the national competitive examination to ensure that there are no adverse effects on those staff arising from the new contractual arrangements.

Procedure

23. In accordance with the Secretary-General's proposal to the General Assembly at its sixty-second session, staff members eligible for consideration for a continuing appointment would be reviewed by the department or office concerned and by the Office of Human Resources Management or a local human resources office, and be reconsidered by a joint advisory body in case of disagreement. Following discussions at the twenty-ninth session of the Staff-Management Coordination Committee, the Secretary-General proposes that all cases of staff members eligible for consideration for a continuing appointment should be reviewed by an advisory body, which would consider the need for the staff member's services in the Organization as a whole.

24. The International Civil Service Commission was of the view that the Secretary-General's proposal on continuing appointments would be tantamount to automatic conversion. The Advisory Committee on Administrative and Budgetary Questions shared that concern. The issue was also discussed at the twenty-ninth session of the Staff-Management Coordination Committee. Procedures for rigorous review of both the performance of staff and the continuing need for functions, which would be used in deciding whether to grant a continuing appointment, are set out below:

(a) A thorough review would be made of the staff member's performance, including examination of his or her file and performance evaluations. The staff member would need to have received fully successful performance ratings for four years and should not have been subject to any disciplinary measure. As to mechanisms to strengthen the performance management system, a staff-management intra-sessional working group was established in 2007 and is continuing its review of the current rating system, the difficulties in accessing the electronic performance appraisal system (e-PAS), the need to provide adequate, additional mandatory training to staff and managers alike and the need to hold managers and staff accountable for e-PAS compliance;

(b) A review would be undertaken to ascertain whether the services and functions of the staff member are required by the Organization for the foreseeable future. Functions are defined as an occupation essentially needed in the Organization, required in order to implement its mandate.

Termination of continuing appointments

25. Under the Secretary-General's proposal, a continuing appointment could be terminated for the same reasons as a permanent appointment:

(a) Abolition of post/reduction in the number of staff;

(b) Health reasons;

(c) Unsatisfactory performance;

(d) Disciplinary reasons;

(e) In the interest of the Organization, if the staff member is in agreement;

(f) Other reasons as specified in the letter of appointment;

(g) Facts anterior to the appointment of the staff member coming to light after recruitment, which, under the standards established by the Charter, would have precluded his or her appointment.

26. The only difference is that under a continuing appointment, termination "in the interest of the Organization" may also be pursued without the staff member's agreement.

27. The Advisory Committee on Administrative and Budgetary Questions recommended that the General Assembly request the Secretary-General to report to it at its sixty-third session on the internal procedures developed in that respect (A/62/Add.14, para. 23).

28. In this context, the proposed procedure would be as follows:

(a) The programme manager would submit a detailed recommendation for termination with supporting evidence to the Assistant Secretary-General for Human Resources Management and would discuss the recommendation with the staff member and provide him or her with a copy of the written submission;

(b) The staff member would be given a period to review the recommendation and supporting evidence and to provide his or her comments on the proposal for termination;

(c) The Office of Human Resources Management would review the programme manager's recommendation and the staff member's comments. After checking and considering the facts as presented by all parties concerned, it would decide

(i) To approve the recommendation;

(ii) To return the case for further review and additional information; or

(iii) To choose not to agree with the recommendation;

(d) The staff member could appeal the decision to terminate his or her continuing appointment under chapter X of the Staff Rules.

29. The General Assembly requested the Secretary-General to define the scope of "in the interest of the Organization". In the Secretary-General's view, reasons for termination of a continuing appointment in the interest of the Organization may include grounds such as change or completion of mandate, reorientation of programme or reduction in funding or activities.

30. The Secretary-General has reviewed the issues associated with the establishment of a ceiling on the number of yearly conversions to continuing appointments and consulted with staff representatives in the context of both the

twenty-eighth and twenty-ninth sessions of the Staff-Management Coordination Committee. The Secretary-General is of the view that the introduction of a ceiling would not be in the interest of the Organization, nor would it be fair to staff. A ceiling could unfairly deny staff members the opportunity to receive continuing appointments, even if the Organization would need their functions in the future and they had received excellent performance ratings. Moreover, the Secretary-General considers that a ceiling linked to particular posts, mandate or function would not be consistent with the Organization's operational requirements and mobility policy. The Secretary-General considers that assessing the continuing need for a staff member's services by reference to particular posts, mandates or functions would have a negative impact on mobility, as staff would be unwilling to assume posts in projects or entities with finite mandates if they were to be ineligible for consideration for continuing appointments, thereby undermining the capacity for programme delivery.

Conditions of service

31. The Secretary-General proposes that, along with the introduction of a single set of staff rules, the Organization would offer entitlements and benefits equivalent to those applicable under the current 100 series of the Staff Rules, except in the case of temporary appointments. Annex I to the present report provides detailed information on the entitlements proposed for each of the three new types of appointments under the new single set of staff rules. The Secretary-General's proposal emanates from the comparison of entitlements and benefits currently applicable to the 100-, 200-, and 300-series appointments and distinguishes the applicability of those entitlements to staff members under a temporary appointment versus a fixed-term or continuing appointment with a view to promoting greater equity in the entitlements available to staff.

32. More than 90 per cent of international staff in United Nations peace operations currently serve in non-family duty stations, and are separated for prolonged periods from their families without being compensated for having to maintain a separate household. The compensation package for mission staff is between 30 and 40 per cent lower than that for field staff of the United Nations agencies, funds and programmes in the same location, leading to competition for the best qualified field staff and hampering the Organization's ability to attract staff to meet operational requirements (see A/61/30/Add.1). International staff vacancy rates average 26 per cent, compounded by an annual turnover rate in 2007 of 29 per cent for Professional staff. Prompt action to address conditions of service for staff in the field is therefore critical for the successful recruitment, management and retention of a highly qualified and motivated complement of civilian personnel in sufficient numbers who are adequately equipped to effectively fulfil complex peacekeeping and special political mandates and responsibly manage and administer financial, human and physical resources currently valued at more than $7 billion per annum. Streamlining contractual arrangements and addressing conditions of service are two interrelated cornerstones of the Secretary-General's new human resources framework designed to meet the operational requirements of the Secretariat, both at its established duty stations and in its field operations.

33. Previous reports of the Secretary-General (A/61/255 and A/61/861) provided detailed proposals for the harmonization of conditions of service of staff in the field with those of the United Nations agencies, funds and programmes. Those proposals included designating missions as family or non-family (which would replace the

current "special" or "established" mission designation) in line with the practice of the United Nations agencies, funds and programmes; introducing the special operations approach for non-family duty stations; and replacing the occasional recuperation break with paid rest and recuperation travel.

34. Under the special operations approach, staff members and their eligible dependants would be installed at a suitable location near the non-family duty station, which would be the staff member's administrative place of assignment. The staff member would receive payment of travel, shipment, post adjustment, assignment grant, mobility and hardship allowance and rental subsidy applicable to the administrative place of assignment. The staff member would then deploy to the non-family duty station and receive a special operations living allowance, which is similar to the current mission subsistence allowance, to cover expenses at the non-family duty station.

35. At its March 2007 session, the International Civil Service Commission endorsed the Secretary-General's proposals to harmonize the conditions of service for staff in the field with those of the United Nations agencies, funds and programmes (see A/61/30/Add.1).

36. The Advisory Committee on Administrative and Budgetary Questions in its report (A/61/7/Add.14) supported the Secretary-General's proposal to designate missions as family or non-family duty stations in harmony with the designations applied by the other field-based organizations of the United Nations common system and the introduction of paid rest and recuperation travel to replace unpaid occasional recuperation break.

37. The Advisory Committee, however, recommended deferring a decision on the introduction of the special operations approach for non-family duty stations in order to allow sufficient time for the improvements associated with the implementation of streamlined contractual arrangements to take effect.

38. Deferral of a decision on the special operations approach and implementation of streamlined contractual arrangements would be accomplished through a harmonization of conditions of service across Secretariat duty stations. Such an approach would involve a staff member being installed at the non-family duty station, where he or she would receive payment of post adjustment, mobility and hardship allowance, assignment grant and rental subsidy in lieu of mission subsistence allowance, while the family would remain in the home country. No compensation would be payable for the cost of maintaining a separate residence for family members. Adopting the Advisory Committee's recommendation to defer consideration of the special operations approach would not, however, address issues related to isolation from family and the financial responsibilities involved in maintaining a second residence for staff serving in non-family duty stations, nor would it achieve the harmonization required to facilitate mobility from Headquarters to the field and from the United Nations agencies, funds and programmes to the field. Opportunities for mission staff to serve in a family duty station would remain limited, as 80 per cent of mission staff would still be assigned to non-family duty stations based on the current designation of duty stations by the United Nations agencies, funds and programmes.

IV. Implementation timeline

39. The General Assembly, in its resolution 62/248, decided to continue its consideration of the issue of contractual arrangements and conditions of service, including United Nations field operations, as a matter of priority at the main part of its sixty-third session with a view to the implementation of new arrangements and conditions on 1 July 2009.

40. Should the General Assembly approve the proposal to streamline contractual arrangements during the main part of its sixty-third session, the following actions, identified by the Secretary-General, will need to be taken within the six-month period following the Assembly's decision (the references to specific dates provided below are illustrative only):

(a) Should the General Assembly approve the Secretary-General's proposal, the new contractual framework would be introduced on 1 July 2009, and the amended Staff Regulations would come into effect on that date. The full text of the new set of staff rules would be submitted to the Assembly at the resumed part of its sixty-third session;

(b) For staff holding appointments under the 100, 200 and 300 series, the appointments would be reviewed, and conversions or reappointments of staff would take place under the new staff rules, commencing on 1 July 2009, if their services were needed beyond that date. The duration of such appointments under the new staff rules would be either for the remainder of the original appointment held by the staff member or extended, as appropriate;

(c) In his reports (A/61/255 and A/62/274), the Secretary-General indicated that staff members would be given consideration for permanent appointments if they had an acquired right under existing rules to be considered for permanent appointment by the time the change in the contractual framework became effective. Accordingly, all staff members who had accrued five years of continuous service under a 100-series fixed-term appointment as at 30 June 2009 would be eligible to be considered for conversion to permanent appointments and will be granted a permanent appointment if all conditions are met. Staff who had accrued five years of continuous service after 1 July 2009 would be considered for a continuing appointment.

41. The General Assembly will also have before it at its sixty-third session a report on the amendments to the Staff Regulations (A/63/189) which would be required should the General Assembly approve the new contractual arrangements. The amended Staff Regulations would serve as the basis for the Secretary-General to prepare the one set of new staff rules which would become effective on 1 July 2009. The proposed new set of staff rules would reflect any General Assembly decisions taken during the main part of the sixty-third session on the harmonization of conditions of service and the streamlining of contracts.

42. As indicated in the report of the Secretary-General harmonization of conditions of service (A/61/861), should the General Assembly approve the Secretary-General's proposals, the effective date of all components would be 1 July 2009, with phased implementation as outlined below. Replacement of the occasional recuperation break with paid rest and recuperation travel could become immediately operational upon approval by the General Assembly on 1 July 2009. The effective

date of the change of designation from special mission to family duty station would be 1 July 2009, and it is anticipated that the implementation process would be completed by 31 December 2009. The introduction of the special operations approach in non-family duty stations would be effective 1 July 2009, with implementation by 1 April 2010 at the earliest, as it is anticipated that 9 to 12 months would be required for the necessary, legal, administrative and security frameworks in that respect to be put in place.

V. Financial implications

43. The introduction of one United Nations staff contract would require the appointment of staff under a single set of staff rules that would offer entitlements and benefits to staff under the three types of appointments (see annex I). The introduction of one United Nations contract would result in no additional financial implications for the following current categories of staff:

(a) Staff with appointments under the 100 series;

(b) Staff with appointments under the 200 series, for whom the benefits are the same as those of 100-series staff;

(c) Staff on short-term appointments (other than appointments of limited duration) under the 300 series appointed to serve for six months or less;

(d) Locally recruited staff in United Nations peace operations.

44. Based on planned deployment of field personnel by 1 July 2009, the projected financial implications of the reappointment of staff holding 300-series appointments of limited duration under the new United Nations staff contract are estimated at $24.3 million per annum, comprising $3.5 million per annum relating to 10 special political missions and $20.8 million per annum for 11 peacekeeping missions.

45. The financial implications of the proposed change in designation of nine special missions to family duty stations in harmony with the designations applied by the other field-based organizations of the United Nations common system is estimated at $30.3 million per annum, of which $11.3 million relates to the change in designation of six special political missions and $19 million to three peacekeeping operations. Indicative additional resources for the introduction of paid rest and recuperation travel to replace unpaid occasional recuperation break are estimated at $28.5 million per annum, including $4.2 million for special political missions and $24.3 million for peacekeeping operations. The financial implications of introducing the special operations approach in non-family duty stations are estimated at $276 million per annum for eight peacekeeping operations and $24 million per annum for four special political missions.

46. Those estimates update the figures provided by the Secretary-General in his report on harmonization of conditions of service (A/61/861) to reflect the establishment of new peacekeeping missions in Darfur and Chad, the expiry of the mandate of the United Nations Mission in Ethiopia and Eritrea, the closure of the United Nations Tajikistan Office of Peacebuilding and the expected closure of the International Independent Investigation Commission. The estimated costs also include provision for the introduction of the special operations in the United Nations Interim Administration Mission in Kosovo and the United Nations Integrated Office

in Sierra Leone based on current staffing levels; however, costs for those missions may be adjusted to reflect the reconfiguration of the missions in the future.

47. For peacekeeping operations, if the General Assembly approves the Secretary-General's proposals and implementation as such is 1 July 2009, the related resource requirements (see annex II) would be included in the proposed peacekeeping budgets for the period 1 July 2009 to 30 June 2010. For special political missions, 50 per cent of the related resource requirements for the human resources reform proposals would be incorporated into the annual regular budget for the period 1 January to 31 December 2009. Pending the approval by the General Assembly of the proposals set out by the Secretary-General in the present report, those requirements have not been included in the 2009 budgets of special political missions. The requirements would therefore need to be appropriated at such time as the Assembly approves the 2009 budgets for special political missions.

VI. Actions to be taken by the General Assembly

48. The General Assembly may wish

(a) **To approve the new contractual arrangements and conditions of service contained in the present report and the amendments to the Staff Regulations as set out in A/63/189;**

(b) **To approve the proposals to designate missions as family or non-family in harmony with the practice of the United Nations agencies, funds and programmes, effective 1 July 2009, to introduce the special operations approach in non-family duty stations, effective 1 July 2009 with implementation April 2010, and to replace the occasional recuperation break with paid rest and recuperation travel, effective 1 July 2009;**

(c) **To approve the establishment of 2,500 civilian career peacekeepers as detailed in A/61/255/Add.1 and Corr.1 and A/61/850;**

(d) **To appropriate for special political missions for 2009 under section 3, Political affairs, of the programme budget for the biennium 2008-2009, an additional amount of $9,469,000 relating to the period from 1 July to 31 December 2009;**

(e) **To note that the resource requirements for special political missions for future periods beginning 1 January 2010 will be incorporated into the respective budgets for special political missions;**

(f) **To note that the resource requirements for peacekeeping missions for periods beginning 1 July 2009 will be incorporated into the respective budgets for peacekeeping operations.**

Annex I

Proposed entitlements and benefits under the new contractual framework

	Proposed		
Entitlement	*Temporary*	*Fixed-term*	*Continuing*
Base salary	Yes	Yes	Yes
Annual within-grade salary increment	No	Yes	Yes
Post adjustment	Yes	Yes	Yes
Rental subsidy	Yes	Yes	Yes
Dependency benefits	Yes	Yes	Yes
Education grant	No	Yes	Yes
Language allowance	No	Yes	Yes
Mobility allowance	No	Yes	Yes
Hardship allowance	Yes	Yes	Yes
Non-removal	No	Yes	Yes
Hazard pay	Yes	Yes	Yes
Pension participation	Yes, for service of 6 months or more	Yes	Yes
Sick leave	Yes (2 days per contractual month)	**1 year or more, less than 3 years**: 65 days sick leave with full pay/65 days sick leave with half pay in a consecutive calendar year for first 3 years **More than 3 years:** 195 days of sick leave with full pay and 195 days of sick leave with half pay in any 4-year consecutive period	**1 year or more, less than 3 years:** 65 days sick leave with full pay/65 days sick leave with half pay in a consecutive calendar year for first 3 years **More than 3 years:** 195 days of sick leave with full pay and 195 days of sick leave with half pay in any 4-year consecutive period
Health insurance	Yes, for service of 3 months or more	Yes (Premium subsidized for staff member and family)	Yes (Premium subsidized for staff member and family)

Entitlement	*Proposed*		
	Temporary	*Fixed-term*	*Continuing*
Malicious acts insurance	Yes	Yes	Yes
Life insurance	Yes, for service of six months or more premium paid in full by the staff member	Yes (Premium paid in full by the staff member)	Yes (Premium paid in full by the staff member)
After-service health insurance	No	Yes	Yes
Annual leave	Yes (2.5 days per month)	Yes (2.5 days per month)	Yes (2.5 days per month)
Commutation of annual leave	Yes (Up to 30 days)	Yes (Up to 60 days)	Yes (Up to 60 days)
Family leave (uncertified sick leave used as family leave)	Yes (7 days per year)	Yes (7 days per year)	Yes (7 days per year)
Maternity leave	Yes	Yes	Yes
Paternity leave	Yes, upon commencing employment under an appointment for more than 6 months or upon completing 6 months of continuous service, when the staff member's service is expected by the Secretary-General to continue for at least 3 months upon return from paternity leave	Yes	Yes
Family visit travel	Yes, when applicable	Yes	Yes
Home leave travel	Yes (Hardship duty station only; staff member only, as family is not installed)	Yes	Yes
Occasional recuperation break	Yes, for contracts of more than 6 months in designated duty stations	Yes, in designated duty stations	Yes, in designated duty stations
Medical evacuation travel	Yes (Staff member only, as family not installed)	Yes	Yes
Travel upon assignment, transfer, separation	Yes (Staff member only, as family not installed)	Yes	Yes
Unaccompanied shipment upon assignment	Staff member only	Yes	Yes

Entitlement	*Proposed*		
	Temporary	*Fixed-term*	*Continuing*
Unaccompanied shipment upon transfer	Staff member only	Yes	Yes
Unaccompanied shipment upon separation	Staff member only	Yes	Yes
Assignment grant	Yes, as applicable	Yes	Yes
Repatriation grant	Yes, if 1 year or more of continuing service away from the home country	Yes (Ranging from 4-28 weeks of gross salary for Professional staff with dependants, 3-16 weeks for Professional staff without dependants, 2-12 weeks for General Service staff, for 1-12 years of continuous service, respectively (minus staff assessment where applicable))	Yes (Ranging from 4-28 weeks of gross salary for Professional staff with dependants, 3-16 weeks for Professional staff without dependants, 2-12 weeks for General Service staff, for 1-12 years of continuous service, respectively (minus staff assessment where applicable))
Termination indemnity	Yes (1 week for each month of uncompleted service subject to a minimum of 6 weeks' and a maximum of 3 months' pay (as per annex III to the Staff Regulations))	Yes (Ranging from 3-12 months of gross salary for 6-15 years or more of completed service (as per annex III to the Staff Regulations))	Yes (Ranging from 3-12 months of gross salary for 6-15 years or more of completed service (as per annex III to the Staff Regulations))
Death benefit	Yes (Maximum 3 months)	Yes (Ranging from 3 to 9 months pay)	Yes (Ranging from 3 to 9 months pay)
Special post allowance	No	Yes	Yes

Annex II

Estimated annual financial implications for the designation of special missions as family duty stations

(United States dollars)

Mission	*Family duty station entitlements*	*Special operations approach entitlements*	*Reappointment from 300 to 100 series*	*Rest and recuperation travel*	*Total*
Peacekeeping operations					
MINURCAT	0	32 209 689	2 097 656	2 652 000	36 959 344
MINURSO	3 949 596	0	180 873	249 600	4 380 069
MINUSTAH	0	22 043 798	1 718 614	1 911 000	25 673 412
MONUC	0	52 155 876	3 068 451	3 580 200	58 804 527
UNAMID	0	58 088 730	4 570 282	6 432 400	69 091 411
UNMEE	0	0	0	0	0
UNMIK	0	24 337 846	1 237 139	1 692 600	27 267 585
UNMIL	0	27 633 136	1 654 169	1 891 500	31 178 805
UNMIS	0	37 156 902	3 354 832	3 360 000	43 871 734
UNMIT	9 555 416	0	1 273 089	839 800	11 668 305
UNOCI	0	22 420 426	1 376 308	1 552 200	25 348 934
UNOMIG	5 567 310	0	235 039	179 400	5 981 749
Subtotal	**19 072 322**	**276 046 402**	**20 766 451**	**24 340 700**	**340 225 875**
Special political missions					
BINUB		8 273 387	420 972	503 100	9 197 459
BONUCA	1 064 977	0	70 517	52 650	1 188 144
Special Envoy of the Secretary-General for the Lord's Resistance Army-affected areas	123 225	0	24 500	0	147 725
UNAMA		9 038 000	845 780	1 133 600	11 017 380
UNAMI		3 229 008	1 026 971	2 199 600	6 455 579
International Independent Investigation Commission		0	0	0	0
UNIOSIL		3 508 989	186 945	237 900	3 933 834
UNMIN	8 705 464	0	795 715	0	9 501 179
UNOGBIS	673 291	0	39 839	36 400	749 530

Mission	*Family duty station entitlements*	*Special operations approach entitlements*	*Reappointment from 300 to 100 series*	*Rest and recuperation travel*	*Total*
UNPOS	411 347	0	57 202	0	468 549
UNRCCA	286 061		28 082	13 650	327 793
Subtotal	**11 264 365**	**24 049 384**	**3 496 523**	**4 176 900**	**42 987 172**
Total per annum	**30 336 687**	**300 095 787**	**24 262 974**	**28 517 600**	**383 213 048**

Missions: BINUB (United Nations Integrated Office in Burundi); BONUCA (United Nations Peacebuilding Support Office in the Central African Republic); MINURCAT (United Nations Mission in the Central African Republic and Chad); MINURSO (United Nations Mission for the Referendum in Western Sahara); MINUSTAH (United Nations Stabilization Mission in Haiti); MONUC (United Nations Organization Mission in the Democratic Republic of the Congo); UNAMA (United Nations Assistance Mission in Afghanistan); UNAMI (United Nations Assistance Mission for Iraq); UNAMID (African Union-United Nations Hybrid Operation in Darfur); UNIOSIL (United Nations Integrated Office in Sierra Leone); UNMEE (United Nations Mission in Ethiopia and Eritrea); UNMIK (United Nations Interim Administration Mission in Kosovo); UNMIL (United Nations Mission in Liberia); UNMIN (United Nations Mission in Nepal); UNMIS (United Nations Mission in the Sudan); UNMIT (United Nations Integrated Mission in Timor-Leste); UNOCI (United Nations Operation in Côte d'Ivoire); UNOGBIS (United Nations Peacebuilding Support Office in Guinea-Bissau); UNOMIG (United Nations Observer Mission in Georgia); UNPOS (United Nations Political Office for Somalia); UNRCCA (United Nations Regional Centre for Preventive Diplomacy for Central Asia).